

MERIT SYSTEM PROTECTION BOARD

Membership: Three members who are qualified voters of the County are appointed by the Council. Not more than two members of the Board can be members of the same political party. No member shall hold political office or participate in any campaign for any political or public office during the member's term of office. Any member appointed to fill a vacancy occurring prior to the expiration of a term is appointed only for the remainder of that term.

Term: Three years. Board elects its own chair each year.

Compensation: Annual salary of the members is \$7,761. These salaries are changed, beginning on the first Monday in December of each year, by a percentage which is 50% of the percentage change in the Consumer Price Index.

Financial Disclosure: Must file a public financial disclosure statement under oath.

Duties and Responsibilities:

- Protect the merit system and protect employee and applicant rights guaranteed under the merit system.
- Comment on any proposed changes in the merit system law or regulations.
- Conduct or authorize periodic audits of classification assignments made by the Chief Administrative Officer and of the general structure and internal consistency of the classification plan, and submit audit findings and recommendations to the Executive and Council.
- Meet and confer with the Chief Administrative Officer, and employees, and their organizations to review the need to amend the Personnel Regulations.
- Hear and decide disciplinary appeals or grievances upon the request of a merit system employee who has been removed, demoted or suspended.
- From time to time, prepare and recommend to the Council modifications to the County's system of retirement pay.
- Review and study the administration of the County classification and retirement plans and other aspects of the merit system and transmit to the Chief Administrative Officer, Executive and Council its findings and recommendations.
- Conduct such special studies and audits on any matter relating to personnel as may be periodically requested by Council.
- Publish at least annually abstracts of its decisions, rulings, opinions and interpretations, and maintain a permanent record of its decisions.
- Convene at least annually a public forum on personnel management in the County government to examine the implementation of Charter requirements and the merit system law.
- Annually review all personnel-related actions of the Fire and Rescue Commission and local corporations to insure reasonable uniformity.

Current

Members: **Michael Kator (Dem)** - term expires December 2016
Charlotte Crutchfield (Dem) - term expires December 2017
Raul (Roy) E. Chavera, Jr. (Declined to Affiliate) - term expires December 2015